

THE NOT SO SIMPLE TRUTH

About the Gender Pay Gap

2025 Supplement – Pay Data by State

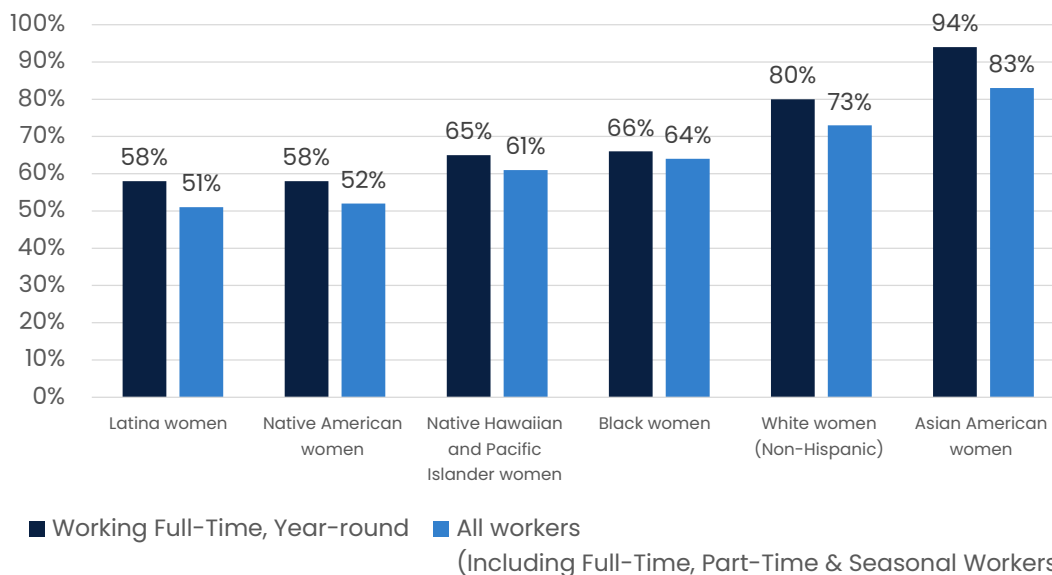


The gender pay gap remains a glaring inequity, undermining both women’s earnings and savings over their lifetime, as well as the strength of our economy. In 2023, women working full-time year-round earned just **83%** of what men earned—\$55,240 compared to \$66,790. The gap is even worse when we include part-time and seasonal workers, which increases the pay gap to **75%** —leaving women and their families at a financial disadvantage.

The wage gap cannot simply be attributed to differences in education, occupation, or time out of the workforce. It is also a result of gendered expectations that shape people’s paths, influencing their educational and career opportunities. Once in the workplace, pervasive biases and discriminatory practices further cement these disparities. Advancing comprehensive and inclusive strategies at the federal and state level to address this multifaceted issue can support economic opportunity for all.

The challenges grow even more complex for women of color, LGBTQ+ women, and women with disabilities, who face compounded structural and social inequities.

Earnings Ratio by Race for Women in the United States



Percentages were calculated by comparing the “white, non-Hispanic men” demographic as the base group. How to read the graph: “Latina women made 58% of every dollar made by white, non-Hispanic men in 2023.” Source: AAUW calculations based on data from U.S. Census Bureau’s Current Population Survey (PINC-05) and American Community Survey (B20017C, B20017E), 2023.

Gender Pay Gap Across the United States for Full-Time Workers

With gridlock at the federal level, states have taken the lead in closing the pay gap. Yet there is still more to do to ensure women bring home the pay they have rightfully earned.

Rank*	States	Earnings Ratio**	Women (2023)	Men (2023)
1	Rhode Island	89.0%	\$62,573	\$70,269
2	Vermont	87.7%	\$55,765	\$63,565
3	Hawaii	87.5%	\$54,478	\$62,229
4	California	87.4%	\$61,447	\$70,315
5	New York	87.4%	\$62,019	\$70,976
6	Delaware	87.0%	\$54,740	\$62,894
7	North Carolina	86.9%	\$50,254	\$57,845
8	Maryland	86.0%	\$65,593	\$76,246
9	Alaska	86.0%	\$57,585	\$66,974
10	Massachusetts	85.9%	\$70,792	\$82,386
11	Washington D.C.	85.7%	\$92,898	\$108,448
12	Maine	85.4%	\$52,365	\$61,324
13	Minnesota	85.2%	\$59,608	\$70,007
14	Florida	84.9%	\$48,034	\$56,557
15	Oregon	84.9%	\$56,804	\$66,891
16	Nevada	84.7%	\$48,602	\$57,351
17	Connecticut	83.9%	\$64,180	\$76,477
18	Arizona	83.8%	\$51,532	\$61,531
19	Colorado	83.7%	\$60,630	\$72,460
20	New Mexico	83.7%	\$45,826	\$54,786
21	Wisconsin	82.8%	\$51,518	\$62,208
22	Ohio	82.8%	\$50,981	\$61,570
23	Tennessee	82.7%	\$47,836	\$57,829
24	New Jersey	82.7%	\$65,181	\$78,841
25	Nebraska	82.7%	\$50,325	\$60,879
26	Georgia	82.4%	\$49,871	\$60,507

Rank*	States	Earnings Ratio**	Women (2023)	Men (2023)
27	Texas	81.8%	\$50,077	\$61,202
28	Kentucky	81.8%	\$45,857	\$56,088
29	Michigan	81.7%	\$50,990	\$62,426
30	Arkansas	81.7%	\$42,297	\$51,798
31	Illinois	81.6%	\$55,956	\$68,599
32	South Carolina	81.3%	\$46,593	\$57,279
33	Virginia	80.9%	\$57,991	\$71,646
34	Pennsylvania	80.9%	\$52,407	\$64,775
35	Iowa	80.8%	\$49,500	\$61,232
36	Kansas	80.6%	\$47,272	\$58,633
37	South Dakota	80.5%	\$48,222	\$59,884
38	Missouri	80.0%	\$48,533	\$60,680
39	Washington	79.2%	\$62,811	\$79,279
40	Indiana	78.4%	\$47,699	\$60,859
41	West Virginia	78.2%	\$44,388	\$56,766
42	Oklahoma	78.1%	\$43,098	\$55,167
43	Mississippi	77.6%	\$40,518	\$52,194
44	Montana	76.5%	\$46,776	\$61,178
45	North Dakota	76.1%	\$50,463	\$66,287
46	New Hampshire	75.8%	\$57,240	\$75,512
47	Idaho	75.7%	\$45,745	\$60,399
48	Alabama	74.1%	\$42,981	\$58,026
49	Wyoming	73.9%	\$45,684	\$61,838
50	Utah	72.9%	\$50,801	\$69,679
51	Louisiana	71.0%	\$42,739	\$60,170

*The states and the District of Columbia are ranked from the smallest wage gap to the largest wage gap.

**Earnings Ratio is the percentage of men's earnings that women earn. The ratio is calculated by dividing women's median annual earnings by men's median annual earnings.

Source: AAUW calculations based on data from U.S. Census Bureau's American Community Survey (B20017), 2023.

